

▶ MOLGROUP

Cultivating Diversity & Inclusion Through Family-Friendly Initiatives



GLC

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YOUR SPEAKERS TODAY

Adrienn Regdon

Group Employee Experience & Culture
Expert



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Group Employer Branding Expert



AGENDA

01. About MOL Group

- ▶ MOL Group at a glance
- ▶ Demographics and challenges

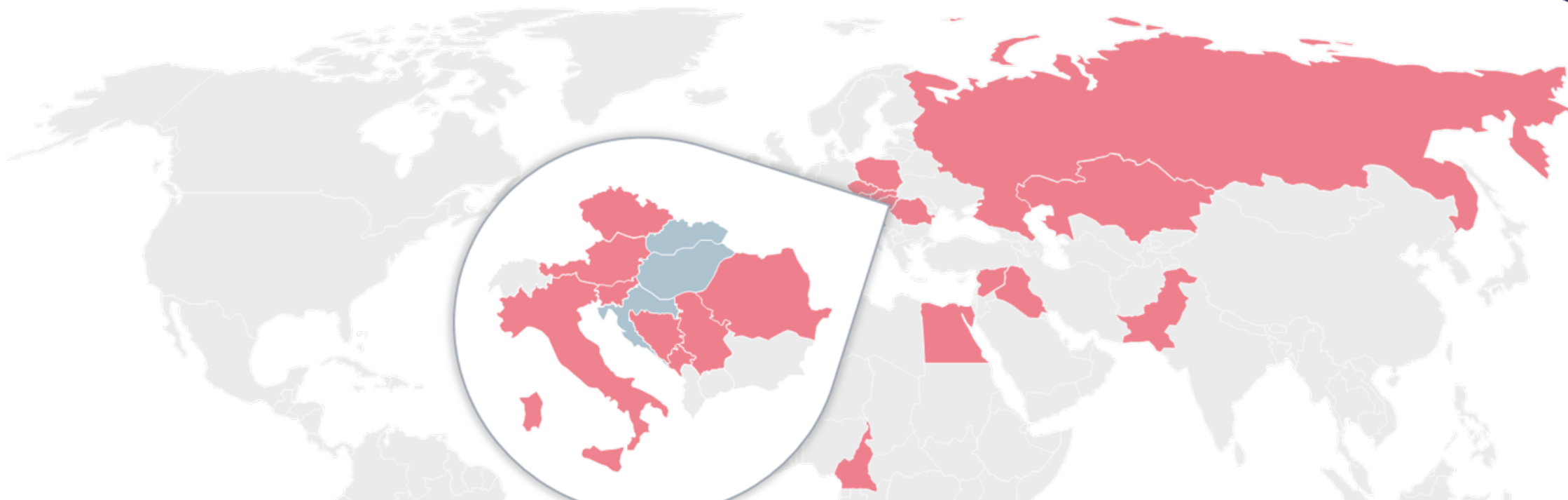
02. Our D&I Strategy

- ▶ Group Approach

03. Creating parent-friendly solutions

- ▶ INA, Slovnaft and MOL examples
- ▶ HQ Daycare case study

WHO WE ARE



MOLGROUP



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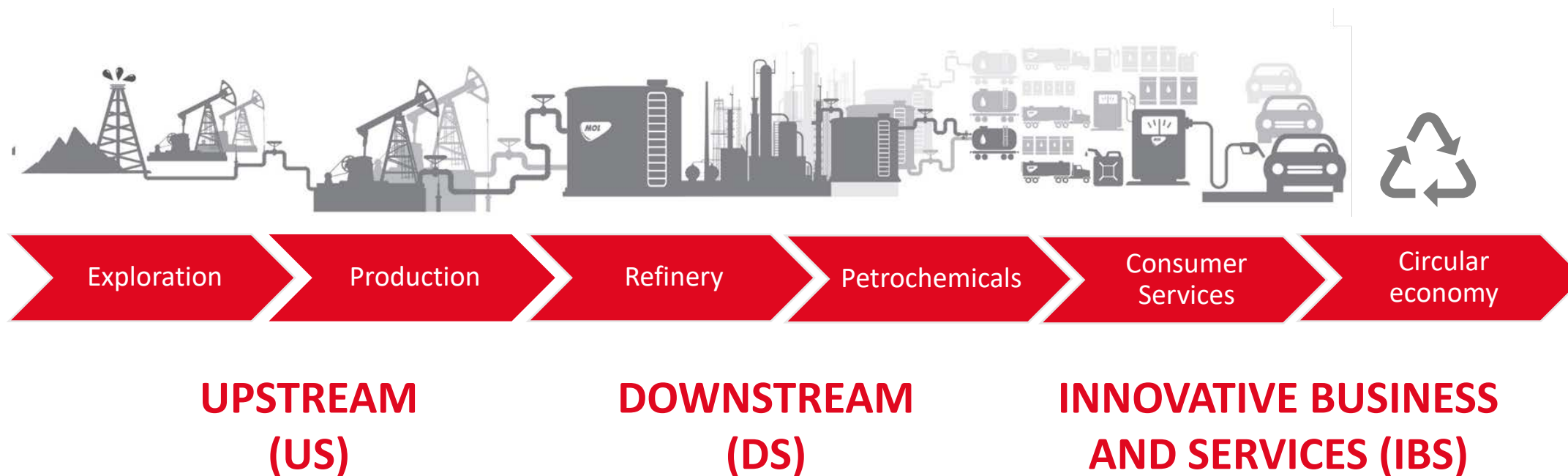
MOL GROUP AT A GLANCE

MOL Group is a leading integrated Central Eastern European oil and gas corporation headquartered in Budapest, Hungary. It has operations in over 30 countries and employs **25,000 people** worldwide. MOL's exploration and production activities are supported by 80 years' experience in the hydrocarbon field.

 30+ Countries	 73.1% Male ratio
 25 000 Number of employees	 26.9% Female ratio
 47 Nationalities	 43 Average age
 ~ 2400 Service stations	 59.6% Executor ratio
 1 000 000+ Retail transactions per day	 40.4% Non-executor ratio

CORE ACTIVITIES

MOL Group is a community of best-in-class professionals who create **effective solutions for the energy future** of the Central and Eastern European region. **Our services and products impact the lives of millions of customers every day.**



& the link supporting the business – our functions.

**OUR PEOPLE
CREATE**

SOLUTIONS

A photograph of four diverse employees of Mol Group, two women and two men, smiling and sitting in front of a modern glass building at night. The image is overlaid with a semi-transparent red filter. The text 'IN MOL GROUP, WE KNOW THAT OUR STRENGTH LIES IN DIVERSITY.' is centered over the lower portion of the image.

**IN MOL GROUP, WE KNOW THAT OUR
STRENGTH LIES IN DIVERSITY.**

WE HAVE A DIVERSITY AND INCLUSION FRAMEWORK



MULTI- GENERATIONAL COLLABORATION

An engaging environment for **all generations** to leverage the individual drive and **expertise**, focusing on continuous development and **collaboration**.



WOMEN EMPOWERMENT

An encouraging **environment for all women** to achieve success and to **pursue their career** at every level.



WORKING CAPACITY

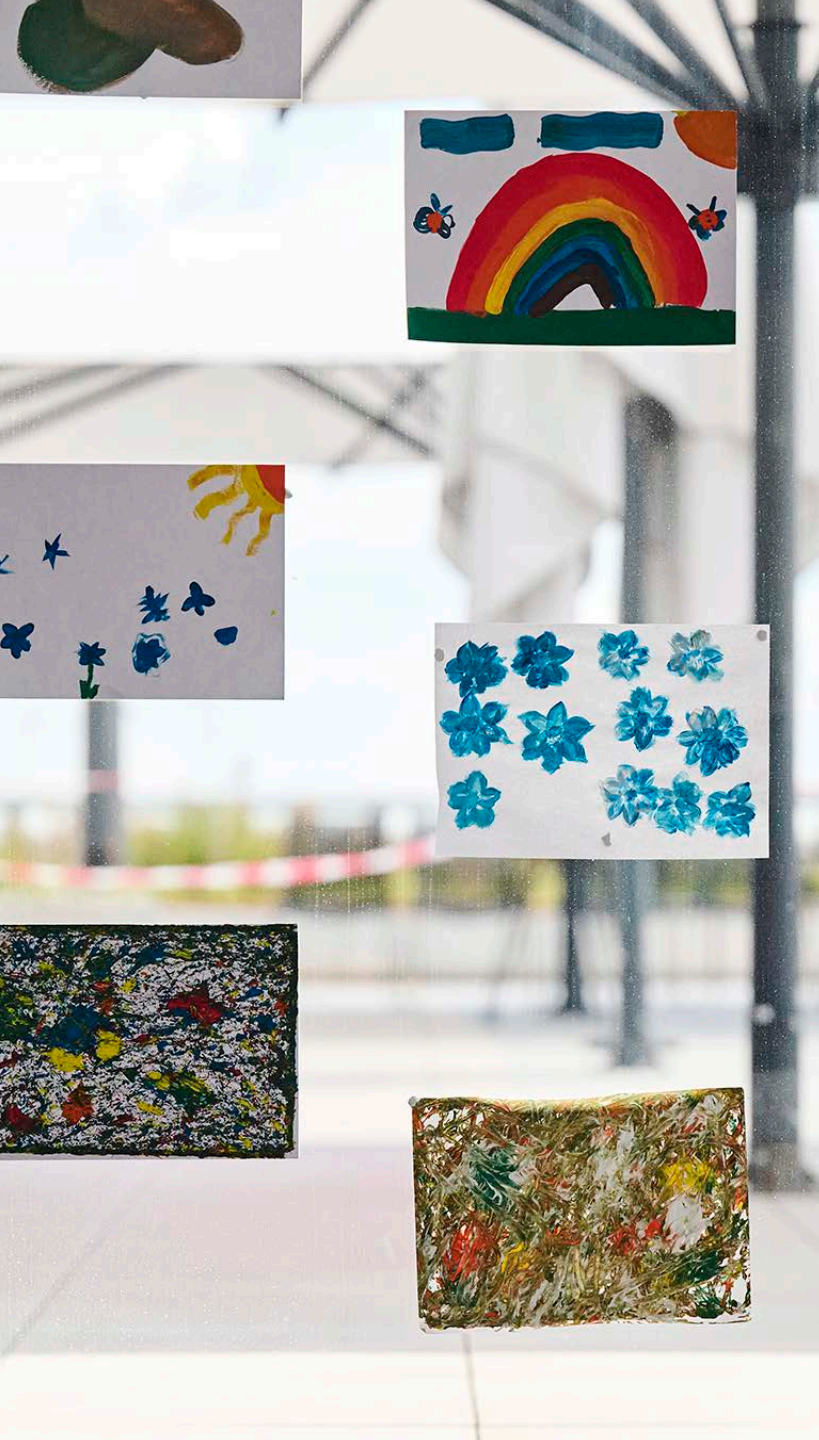
A considerate environment where **each working capacity** is valued as an individual strength.



WELLBEING

Above all, an environment where everyone feels included, **satisfied and in balance** to perform.

**WITH 35% OF MOL HUNGARY
EMPLOYEES HAVING KIDS AGED 0-18,
PARENTAL SUPPORT HAS BEEN OUR
PRIMARY FOCUS IN 2024.**



FAMILY FOCUS GROUP LEVEL INITIATIVES

- Health insurance extended to family members
- Flexible working modalities
- Paid leave in multiple life situations
- School starting webinars
- Multiple discounts

INA

- Long time holder of **MAMFORCE & DADFORCE** certificate
- Equal pay certificate
- Additional paid leave
- Educations for parents and managers
- One-off payments and special presents
- Parent-friendly benefits
- Keeping parents in the loop during maternity/paternity leave
- Kids' day







SLOVNAFT

- Private nursery and kindergarten
- Meal allowance
- Free sports grounds and interest clubs
- Holiday camps



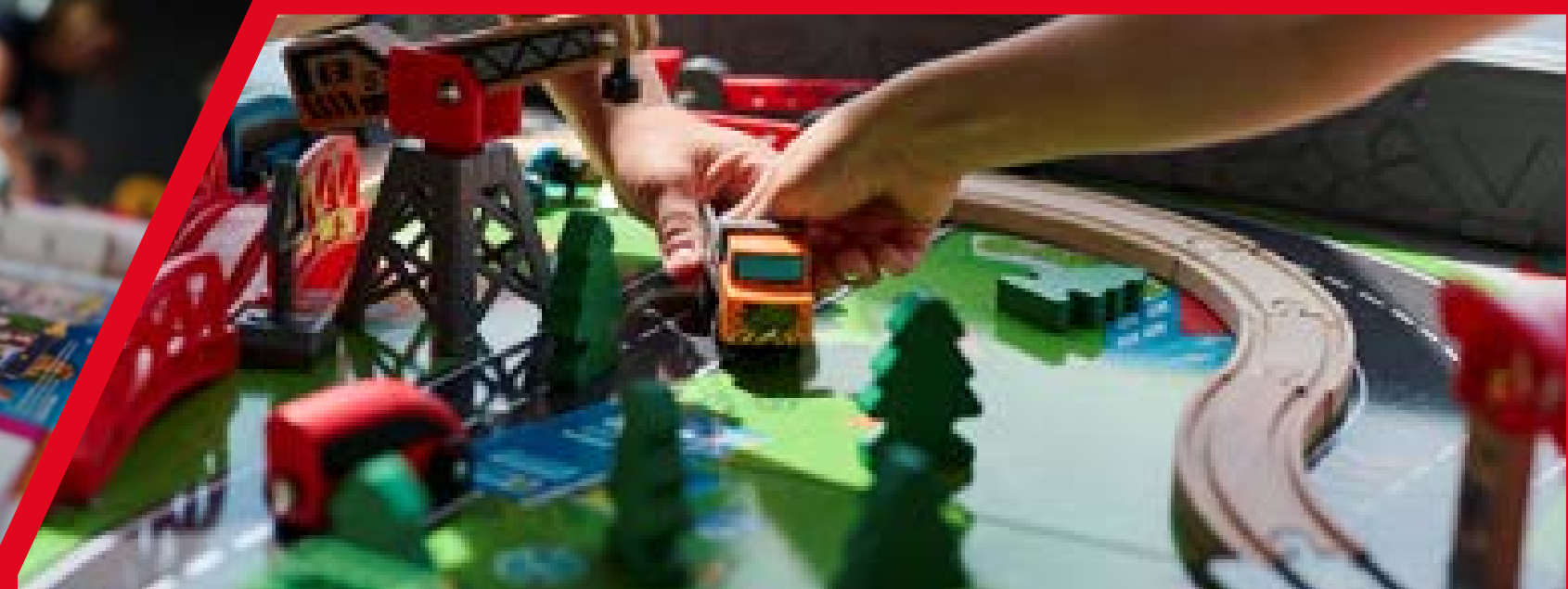


MOL HUNGARY

- Family events for office & sites
- New parents and maternity leavers groups
- School starter package
- Kindergarten and summer daycare



**PILOT PROJECT:
DAYCARE INITIATIVE
@ MOL CAMPUS**





FROM IDEA TO REALITY

- 1st July – 31st August
- Every weekday 8 AM to 5 PM
- Location: MOL Campus, Budapest
- Age 6-13
- Max 50 children/day
- Free of charge for employees



OUR RESULTS

- We supported **205** families with the initiative
- **267** parents with **372** children utilized the Daycare service
- The most days of one child spent in Daycare: **17** days
- How good did your child feel? **4.79** (on scale from 0 to 5)
- Average guest age: **8,5**



TURNING CHALLENGES INTO SOLUTIONS

- Age rule
- Catering
- Entrance gates
- Time spent outside
- Registration



MOL CAMPUS DAYCARE INITIATIVE FEEDBACK



„The best initiative at MOL in recent years to support employees. I congratulate and thank all colleagues who participated in the implementation of the concept, you are great!!!!”

„The daycare is a fantastic idea; a great help and the children also had a great time. Thank you!”

„The best family-friendly initiative I've seen in my 17 years at MOL :)”

„In terms of satisfaction, perhaps it is not even my opinion that is important, but that my children share the experiences without taking a breath and look forward to the next opportunity.”

„Great opportunity, we will come again during the summer.”



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Group Employee Experience &
Culture Expert



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Employer Branding Expert



#WECREATESOLUTIONS